

This Page has Six Items that Would have a Budgetary Impact

The First Five Items Regard Staffing

1. Hire a Fulltime Youth & Family Coordinator
 - a. Rationale Presented at Discussions: If our mission is to spread the “Good News” we need to continue empowering the younger generations to be Christ’s hands and feet. By maintaining a vibrant and attractive youth program, it will continue to serve as the lifeblood of our congregation. Keeping youth ministry off the pastor’s plate is important.
2. Call a Second Pastor or a Synodically Authorized Minister (SAM)
 - a. Rationale Presented at Discussions: With church growth continuing, First Lutheran has become a two-pastor church. S.A.M. would be a synod certified lay person who has been approved for a specific congregation.
3. Hire a Sign Language Interpreter as an aid for the hearing impaired.
4. Saturday Coverage so the Pastor gets more Saturday’s off
5. Make the Audio-Visual Technology Position a Paid Staff Member
 - a. Rationale Presented at Discussions: Workload relating to on-line services, and communication with social media has created increased workloads for current personnel. Online viewing continues to grow. Social media is largely responsible for communicating the mission of what we do at First Lutheran, with the greater Hayward community.

Adding to the Evangelism Efforts of the Congregation

6. A “Welcome Wagon” visitation team to follow up on visitors.
 - a. Rationale Presented at Discussions: Members would team for the purpose of visiting new and prospective members, etc.,

This page contains wishes – These amount to things that people are essentially saying: “*I wish someone would volunteer to organize this.*” These are things the Church leadership would never oppose and would enhance evangelism, education, outreach and fellowship but the staff is stretched too thin to make these things happen. Question to ask: “*What would I rearrange my schedule for?*”

7. A singing group to go to nursing homes
8. Intentional activities for widows and widowers
9. Mission trips for various ages
10. More intentional global mission outreach
11. Evening fellowship activities for working adults
12. Young moms’ activities
13. Holden Village trip
14. Young adult activities
15. Music events
16. Day fellowship program for retirees
17. Grief Support
18. Crisis response team/Lutheran Disaster Response
19. Online Stewardship and Donations
20. Expand Terrific Tuesday to preschool instead of K-5
21. More opportunities for youth singing in worship
22. More men assisting in worship roles
23. A volunteer coordinator

The following are adjustments and improvements to the physical facilities of First Lutheran that the presenters believed would enhance worship, welcome, education, fellowship and safety.

24. Attach cling-on window shades to church front to reduce morning glare and greenhouse effect.
25. Explore solar energy options.
26. Explore air conditioning options for sanctuary/narthex.
27. Replace overhead fans in sanctuary/narthex.
28. More stained glass.
29. Create an outdoor patio on the Main Street side.
30. Create a coffee kiosk with modern coffee urns, drinking water service, and counter in the same area where we serve coffee on Sunday's now.
31. Improve the parking lot lighting.
32. Improve the Narthex lighting.
33. Improve the Fellowship Hall lighting.